

Department of Public Health Facts – FY '08

http://www.idph.state.ia.us/



General Information

Address: Lucas Building
321 East 12th Street
Des Moines, IA 50319

Workforce Data (unless otherwise noted, information provided is at the end of FY '08)

# FT EEs: 432	# PT EEs: 6	# Temporary EEs: 60	Average Length of Service: 11.10
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Span of Control: 12.51	% Performance Evaluations Completed: 89%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	7	45-54	118	<25	0	45-54	12	# of Females:	311	# of Males:	121
25-34	75	55-64	124	25-34	1	55-64	13	% of WF:	71.99%	% of WF:	28.01%
35-44	99	65+	9	35-44	6	65+	2	Average Age:	47.52	Average Age:	46.02
Employee Average Age: 47.10				Supervisor Average Age: 52.14				Average Length of Service: 11.47		Average Length of Service: 10.14	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	29	# of African-American:	13	# of Non-minorities:	401
% of Workforce:	6.71%	# of Asian:	9	% of Workforce:	92.82%
Average Age:	46.25	# of American Indian:	3	Average Age:	47.16
Average Length of Service:	9.76	# of Hispanic or Latino:	4	Average Length of Service:	11.20

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	36	# of Persons With Non-Disabilities:	377
% of Workforce:	8.33%	% of Workforce:	87.27%
Average Age:	53.68	Average Age:	46.21
Average Length of Service:	16.71	Average Length of Service:	10.32

Officials/Administrators EEO Category 1: 82	Professionals EEO Category 2: 268	Technicians EEO Category 3: 12	Protective Service: Sworn EEO Category 4: 4
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 66	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 7.49%	Hire Rate: 13.73%	Number Hires: 46	Transfer In: 9
Retirements: 8	All Terminations: 5	Voluntary Quits: 10	Transfer Out: 7

# of Classes Used: 74	Most Populous Classes: Community Health Consultant (80), Executive Officer 2 (32), Program Planner 3 (25)
Separations - By Class:	Community Health Consultant (6), Program Planner 3 (5), Nurse Clinician (2)
# Eligible for Retirement:	97 in next 5 years % Eligible: 22.45%

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '08)

Vacation Payouts: \$64,157.94	Sick Leave Payouts: \$15,147.96	Annual Payroll: \$26,160,652.82	Avg. Base Salary: \$59,809	Overtime Days Worked: 712.2
Overtime Cost: \$189,747.14	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$384.60	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$0	Vacation Pay - Earned Value: \$1,850,711.27	Vacation Days Earned: 8,037.7	Vacation Used Expense: \$1,701,718.09	Vacation Days Taken: 7,255.4
Workers' Comp Days Used: 0	Sick Leave Days Earned: 7,027.7	Reg. Sick Leave Used Expense: \$765,555.45	Reg. Sick Leave Days Used: 3,642.2	Converted Sick Leave To Vacation Days Used: 628.5
	Sick Leave -Earned Value: \$1,562,961.03		Avg. Sick Leave Days Per EE: 8.43	Converted Sick Leave To Vacation Used Expense: \$170,706.92
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 5	Reclassifications Up (Filled): 16 Up (Vacant): 1 Down (Filled): 7 Down (Vacant): 0 Lateral (Filled): 2 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$82,825.60	Grievances Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 1 Disciplinary: 0 Language: 1 Arbitrations: 0
Funeral Leave Used Expense: \$28,667.74	Funeral Days Used: 130.2	Extraordinary Pay: \$8,211.20		
Jury Leave Used Expense: \$3,224.94	Jury Leave Days Used: 13.2	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '08. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

Females: Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): No, 2/4	Minorities: Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): No, 1/3	PWD: Year (FY '09) RUU: 7 Current Year (FY '09) Goal: 5 Goal Achievement (FY '08): No, -2/7
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Sources: AS400 Queries; "Just the Facts for FY'08" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: February 12, 2009